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*Speaker 1:* Good afternoon, everyone. Thank you for joining us on the July 22nd teamsters affiliate conference call. To get us started this afternoon General President Jim Hoffa.

*Jim Hoffa:* Thanks, everybody, for joining me on this affiliates call. You know, during the Coronavirus we all have to keep in contact and it's been four weeks since we got together. We have some news for you and updates to keep in contact. As you know, I had all of our department division heads making sure they're in contact with their divisions and everybody that's in them. So whether it's UPS or whether it's freight or whatever, everybody's keeping in contact with each other, so everybody knows what's going on.

Obviously we have some travel restrictions, but we're still getting the main job done with regard to if there's a discharge grievance or things like that. We're making sure that the business of the union goes on. And I'm very proud of what all of you have done, and I know all of you are out there; I've heard great stories about the local unions, about what you're doing out there to get PPE out there. You know, so many locals are getting masks for everybody. In Joint Council 43 in Michigan, and I'm sure it's true all over the country, we have these great masks that are black and they've got the logo – the teamster logo on them and the logo of the local union. Really nice, important things for the safety of our workers. And I hope that all of you are handing those out.

We've got a good program for you. I've got some news for you. But we're going to have Francois Laporte on; he's going to report on what's going on in Canada. They're doing a little bit better job than the United States, and he's going to tell us what their secret is. We're going to hear from Lamont Byrd, our Safety and Health on an update on what's going on with the Coronavirus. Ernie Soehl is going to give us a good report with regards to freight and the big developments with regard to YRC.

Christy Bailey, you know, this is basically we're getting into the really important political season. We've got a presidential election, senatorial races, we've got so many things going on, and she's going to give us an update on that. And then Jeff Farmer's going to give us an update on organizing. We talked earlier this week during another conference call; we've got a lot going on with regard to organizing. Even though we're kind of restricted in travel we're making sure we get the job done. We've got some new victories that we have and he's going to advise you of that. So

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there's a lot of good things going on that I think it's important that you know about them.

First of all, an update from UPS. UPS, as everybody knows, is very, very busy right now. I don't know whether it's people are just sitting at home ordering things, but the volume at UPS has gone up dramatically. We're putting a lot of pressure on the company to hire more people, and they are. But, you know, no matter how many people they hire it's never enough. It's never enough and we're going to keep the pressure on UPS to make sure that happens.

But I have some important numbers I thought I want to share with you, and these numbers are important because they're really a one-year marker from 07/01/2019 to 07/01/2020, one year. In that one year, and it was teamsters working under the UPS contract, we've gone from 287,000 to 325,000. That's an increase of 38,000 new members. Really it shows how the volume is going and how hard our people are working. I'm in contact with UPS members all the time; many are working a lot of hours. So this is an increase. So they are getting more people, and the number is 325,000.

Now with regard to these 224 jobs, in the one year they've gone up from 500 to 9,100, an increase of 8,600. Still not enough, we need more, and we're going to keep on pushing this company to get more workers. But I wanted to call this attention to we are making progress and all the locals are getting more members, a lot of people are getting more members, and yet the volume keeps going up. So it's a challenge that we have, but I guess it's a challenge that we like, because we have like too much business. And the answer is they've got to hire more people to take the pressure off us.

But I wanted to share those numbers with you because I think they're really important.

The other thing is I want to tell you about is we were successful in doing a small part in YRC getting a loan from the government, you know, part of these stimulus loans they're handing out. And they got \$700 million, and that's for Yellow, Roadway, Holland, Reddaway, and New Penn. Many of you know this company was really going out of business; they were in trouble before the crisis, before the big shutdown, and now they're still holding on. But this money ought to really help.

But the most important thing, our 30,000 members and their families are going to have jobs, and that's what's so important. I see

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those trucks going down the highway, I see YRC, I see Holland where I live, and I give them a wave. And they're happy that – they want to make sure that they have food on the table and have good solid jobs that they do.

So those are two really big victories for us and I'm very, very proud of what we've been able to accomplish.

Also on July 20th, just recently, we staged demonstrations and what we call strikes, Black Lives Matter strikes, because basically we did this in commemoration with a lot of other local unions and the AFL, that are in and out of the AFL, the SVIU, to talk about Black Lives Matter and the fact that the choking to death of George Floyd. And we wanted to call attention, and we basically had many strikes at every location to show our solidarity, and I think it was very, very successful. I want to thank everybody for their participation in that, 'cause I thought that was really, really important.

Also I want to talk about the passing of a great congressman, John Lewis. He was a friend of mine, a friend of my dad's; he spoke at many of our events, and he's a true champion for social justice and for union justice. He was always somebody that stood with us all the way. So we mourn his passing.

With regard to the virus, you all watch the news like I do; you know what's going on. And all of us think that by now we would've basically turned the corner on the Coronavirus. Well, evidently we were wrong and it's coming back. It's coming back in California. The numbers here in Michigan, where I live, are not going down. They're not going up, but they're steady. And you would've thought by now.

The one thing to remember is this is passed by basically person-to-person, so we've got to keep our guard up all the time with regard to contact with people, wearing our masks, wearing gloves, making sure we hand sanitize ourselves, washing our hands, making sure we have a safe workplace, making sure our members have a safe workplace. But we've certainly seen a spike, as you know, in some of the Southern states: California, Arizona, Florida, Texas, and we've got to do something about that, because it's not going away like we thought it would. We have a lot of work to do.

I think the biggest issue for all of our affiliates is to preach to our members out there, don't get careless. I know that in our union basically people want to go back to the old ways, and we're

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basically talking to local unions every day and they want to do this, and they've forgotten the fact that we have this tremendous problem out there. So we've got to make sure we keep our discipline with regard to keeping our distance and wearing our masks and not letting our guard down. Because when we've let our guard down the virus has returned. So we've got to preach that to our members every day.

So I think that's what I wanted to tell you about the developments and the victories we've had. And now I want to turn it over to our Secretary Treasurer Ken Hall.

*Ken Hall:*

Thank you, Jim. Good afternoon, everyone. You know, I wish we were operating in a normal environment and getting ready for in-person meetings again, but unfortunately we're not there. And most parts of the country are actually getting farther from that very day. Now more than ever we need to remain vigilant in combating this virus so that people are safe and the economy can get back on track. The time has not yet come to conduct business as usual, so please, if you or your agent are involved in negotiations or panels use best practices.

And I'll tell you from my own personal experience, I participated in negotiations with Coca-Cola in my local for eight out of nine consecutive days. At the end of that we had two-thirds of our committee – one person on the committee had come down with the Corona as a result of his daughter, who's a nurse who lives with him getting the Corona. So he passed that on to nearly the entire committee. I've had as a result of that three business agents were out for a period of time because they were positive. One of our business agents was in the hospital in intensive care for a week. So I've seen upfront and personal, and that was despite the fact that we followed the guidelines on spacing.

So you need to be careful. You know, remember, real teamsters wear masks, and for the time being just stay out of the bars, 'cause that's one of the places that it's most easy to get in contact with.

So it's clear that we can blame some of this madness on the current White House administration and our president also. He's ignored science and even his own experts on infectious diseases and virus protection. It's just shameful what's happening. But the good news is we don't have to put up with this much longer. Despite a raging pandemic we'll still have an election, whether our president wants us to or not. Many seats are at stake up and down the ballot. It's never been more important to get your members out to vote. Our

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lives literally depend on it. So work smart and stay safe and don't forget about November. The time to educate our members, however, is now, not to wait until the election – or days before the election.

So I thank you and I would like to turn the call over to my friend, Francois Laporte.

*Francois Laporte:* Thank you very much, Ken. General President Hoffa, good afternoon.

Before I start my presentation this afternoon I would like to express special thanks to my two Canadian colleagues, International Vice Presidents Stan Hennessy and Craig McInnes for their contribution, for their collaboration, and their support during this crisis. They have done a tremendous job and I want to thank them for their contribution.

Also I would like to have a special mention for all the hard work of the Teamsters Canada staff, who did not stop working and servicing our affiliates and our members. Over the last couple of months they have done a tremendous job and I want to thank them.

So brothers and sisters from across North America, good afternoon. Today my report will focus mainly on four specific subjects. First I will talk a little bit about what's going on with COVID-19. After that I will mention a couple of things about the US-Canada border. I will speak on the impact of the crisis on the Canadian economy. And finally I will conclude by making a short of our union in Canada.

So let's start with COVID-19. Up until the end of July the curve of the spread radically slowed down. The number of cases was counted in terms of thousands across Canada rather than tens of thousands, so that was good news. And we have less and less people who are dying. That was very good news.

But unfortunately recently we are now experiencing a resurgence of COVID-19, and particularly in the young adult population. And we're talking about an increase of 38-percent. So the experts are focusing on bars, restaurants, private party, indoor gatherings as their main reasons for that. So we have to keep an eye; we are not out of that crisis. So as consequences more and more provincial and municipalities are imposing the use of masks in indoor public space. In general that is well-received. But there is some resistance among certain groups of Canadians. But as General President said,

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we have to be careful, we have to keep an eye and focus and keep our eyes on the ball and stay concentrated on what works to stop the spread.

Vaccine-wise, like in the United States, we have several Canadian companies who are investing resources and a huge amount of money in developing a vaccine. Some are now tested on humans.

A few words on the Canadian-US border. The restriction on all discretionary travel, that was first implemented on March 21st, will be maintained until August 21st, with the exception for truck drivers. Travelers coming into Canada have to isolate themselves for a period of 14 days. I invite you – if you're interested to come to Canada I invite you to visit the website of the Canadian government, it's called [www.Canada.ca](http://www.Canada.ca), for more details.

The freight that crosses the border between our two countries is down by 44-percent versus May 2019. But keep in mind \$24 billion of goods are crossing the border, so it's still an important number. However, lots of that is transport by trucks, and we see an important numbers of our members who are now expressing serious safety concerns about going to the United States. We are pushing the employers and the government to implement sanitary measures to ensure the health and safety of our members.

Let's talk about the economic impact of the crisis in Canada. Like in the States, we have seen a major contraction of our economy. The Canadian government's assistance for the workers helps Canadians to pay the bills for a short period of time. That was the right thing to do. Now we see lots of provincial governments that are implementing different phases for reopening. We have seen the unemployment rates going down. For the period of May to June 1.8 million Canadians were back to work. So this is good news. Multi-billion dollars stimulus package have been negotiated between the federal government and the provincial government to put our economy back on track. So we are heading in the right direction.

Let's talk a little bit about our union in Canada. I'm proud to report that our unions have faced many challenges in Canada with success over the last few months. I would like to emphasize on the tremendous sense of solidarity and commitment shown by our local union officers and business agents. They have done a great job servicing the members during that extremely difficult period, and they deserve our recognition.

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Membership-wise, \_\_\_\_\_ the Canadian teamsters are essential workers and the vast majority of them never stopped working. And I would like to thank them for their courage and determination. Some sectors, however, have been terribly affected. We talk about the movie, the sports, entertainment, hotel, and restaurants; they have been very badly hit by the crisis. We are glad to see back some activity, and hopefully by the end of the year things will be back to normal for them.

Negotiation-wise, despite all the restrictions, our local union reps have been able to maintain their bargaining activity. We have reached several collective agreements across the country, and I invite you to consult the Teamsters Canada website or our social media for more details.

Organizing. In conclusion, we have recently been very successful in organizing. We have organized a new group of workers, or we have won elections. Just to mention two of them, a group of dairy workers in Ontario have decided to join the teamsters, and also we won an important role at the TST-CF Express merger. The Western Council of Teamsters, Prairie and BC were under the leadership of Stan Hennessy, won the vote. Eight-five percent of the workers voted in favor of the teamster. That was a great news, a great job done by the local out west.

So that concludes my report. Now I would like to introduce Lamont Byrd, the Director of Safety and Health of the International Brotherhood of Teamsters.

*Lamont Byrd:*

Thank you, President Laporte and good afternoon, everyone. I would like to first report that there are over 3.7 million confirmed cases of COVID-19 here in the US. There are over 140,000 COVID-19 related deaths. The number of confirmed cases and hospitalizations nationally continues to trend upwards, and medical professionals are very concerned about the number of younger people who are testing positive for the virus. Many of the younger people who are positive for COVID-19 have minimal or no apparent symptoms, but they remain capable of spreading the virus.

There are an expanding number of hotspots throughout the country and researchers tell us that we're still in the first wave of the epidemic with more to come. This is particularly important as all US stats are in varying stages of reopening and there's an ongoing debate about when or if schools will open. While the reopening moves forward at the dismay of many safety and health

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professionals, OSHA continues to sit on the sidelines, offering little more than guidance. The Centers for Disease Control is no longer the clearinghouse for COVID-19 related data. On the brighter side, there are reports that progress has been made towards developing a vaccine.

As our members are on the front lines responding to the COVID-19 pandemic and working the key critical supply chains operational, it's important that as you perform this important work be mindful that we are not only in the midst of a pandemic, we are also experiencing a significant heat wave in many parts of the country. It's vitally important to take the necessary precautions to reduce the risk of suffering heat-related illness. To do so I'd like to offer a few recommendations:

Monitor your physical condition and that of your of your coworkers for signs and symptoms of heat illness. These signs and symptoms include muscle cramps, heavy sweating, extreme weakness or fatigue, dizziness, nausea, vomiting, confusion, loss of coordination, throbbing headache, seizures, and coma.

To reduce the risk of experiencing heat-related illness wear light colors, loose-fitting breathable clothing such as cotton. Avoid non-breathable synthetic clothing. Gradually build up to heavy work. If possible, schedule heavy work during the cooler parts of the day. Take more breaks when doing heavier work, and take those breaks in the shade or in a cool area. Drink water frequently. Drink enough water so that you never become thirsty. And be aware that if you have to wear protective clothing such as heavy coveralls, it may increase your risk of heat-related illness.

Now back to COVID-19. My office continues to receive calls from local union officers and rank and file members regarding the efficacy of using facemasks to reduce the risk of spreading COVID-19. Many complain that their employers' policies that require them to wear the face covering, but they are uncomfortable, especially now that we are in the summer months. I raised this issue during our last call, but considering the heat wave that many regions of the country are experiencing, I think it's necessary for me to re-emphasize that according to researchers while wearing a face covering in hot conditions may be uncomfortable, wearing a face covering has negligible effect on increasing your core body temperature. Therefore, it's important that we continue to wear face covering.

There is an increasing number of studies that show that the most effective mitigation options to slowing the spread of the virus to be wearing a face covering while social distancing and employing enhanced cleaning and disinfection protocols and good hand hygiene. The Safety and Health department continues to diligently work to provide information and support to our membership. We've completed the online platform to provide virtual COVID-19 training and other safety and health-related training through our Safety and Health department and our 12 regional training centers.

We are currently offering a one-hour awareness level COVID-19 course virtually. This course is for workers and union representatives. It provides a basic understanding of what COVID-19 is, how it's transmitted, measures that can be taken to reduce the exposures, and what should be done if you're exposed to the virus or develop COVID-19. If you're interested in having this course presented to your members or your local union staff we can be contacted by e-mail at [elearning@TeamsterSafety.org](mailto:elearning@TeamsterSafety.org). Again, that address is [elearning@TeamsterSafety.org](mailto:elearning@TeamsterSafety.org).

Thank you. Wear your mask. And I would now like to introduce Ernie Soehl, our Director of the Freight Division. Ernie.

*Ernie Soehl:*

Thank you, Lamont. Good afternoon, everybody. Thanks for joining the call.

A lot has happened over the past few weeks regarding the freight division. When I last gave an update the YRCW companies had experienced a sharp decline in volumes and revenues as a result of the COVID-19 pandemic that closed many customer operations and the general economic downturn. As a result, YRCW was at that time delinquent for multiple months to the various health, welfare, and pension funds. Nearly 30,000 teamster families and over 80,000 people were faced with the imminent loss of their healthcare coverage heading into the July 4th weekend.

As you know, YRCW applied for the US Treasury Department for financial assistance through a federal lending program under the Coronavirus Aid Relief and Economic Security Act, as we all know, known as the CARES Act, which is intended to help businesses survive the economic downturn caused by COVID-19 pandemic, and thereby maintain employment for their workers.

On July 1st the US Treasury Department announced that it granted YRCW's request and awarded the company a \$700 million loan. According to the Treasury Department announcement the loan

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needs to be paid in two equal parts. The first half of the loan is intended to help the company with its short-term contractual obligations. That money has already been disbursed through the company and I am pleased to announce that at the end of last week YRCW had paid all of the various health, welfare, and pension funds the contributions it had missed. The company is now back on a regular contribution timeline. This is truly great news.

The second half of the Treasury Department loan is intended to help YRCW fund capital expenditures like the purchase of new equipment. As part of the loan the federal government is taking a 20-percent equity stake in YRCW. The government also has tight controls on the company to make sure that the loans are not used for improper purposes, like excessive executive bonuses and things like that. And as a reminder, you know with the last contract that we negotiated for every dollar they get, we get two. So if they give a million-dollar bonus, we get two for our members.

I would like to thank the IBT Government Affairs department for all their hard work in communicating the dire consequences our members faced if YRCW did not receive the government's help. The people in that department did a lot of good for a lot of teamsters' families, and I personally would like to thank Christy Bailey and that department, 'cause without that this would've never happened. Thank you.

This week it was reported in various media outlets that the oversight committee under the CARES Act is looking into this transaction to make sure it was in the best interest of the taxpayers. This could be the government just doing its job or it may be that YRCW competitors are making mischief 'cause they are not happy with the bailout. I don't know, but I've got my own opinion. At this point, however, I do know that the transaction with YRCW and the Treasury Department has been signed and completed and the various teamster benefit funds have been paid.

The bottom line is that our members are still employed and still have their healthcare benefits intact. The government assistance to YRCW was the right thing to do. Our members working at YRCW operating companies, like so many of our teamster members, have continued to keep our nation's supply chain moving to serve millions of Americans. They are the true heroes. This Treasury Department's loan gives them some peace of mind moving forward, and we hope it gives YRCW the economic stability it needs in the months and the years to come.

In terms of the state of the industry, \_\_\_\_\_ both ABF and YRC companies continue to improve. In many areas of the country the companies have recalled everybody from layoffs and volumes are approaching pre-pandemic expectations. While this is certainly an improvement, the COVID-19 spike in certain areas of the country, particularly the South and Southwest, is very concerning.

Obviously there is more shutdowns are ordered the industry could backslide.

In terms of numbers of COVID-19 infections at ABF and YRC companies, we are seeing an overall flattening of the curve. There are two hotspots remaining, though. It is imperative that our members still be reminded of the importance of social distancing, wearing masks, and frequent hand sanitizing. There can be no let up if we are to knock out this virus.

Let me say a few words about ABF in particular. YRCW has dominated most of my reports lately because of its financial situation, and ABF has pretty much flown under the radar. ABF has recalled most of its people. In fact, about 97-percent of our members have been called back. Specifically ABF has only 200 local cottage employees and layoffs down from 850 in May. There are no road drivers currently laid off at ABF and ABF is actively seeking to hire road drivers. The majority of ABF's line haul operation are reverted back to their normal contractual bids from modified bids that have been set up early in the pandemic.

ABF I must say has done a very good job of manning its operation and \_\_\_\_\_ importantly ABF continues to make timely contributions to all of our teamster benefit plans as it has throughout the pandemic. In fact, even our folk are getting recalled. ABF management and non-bargaining unit personnel continue to take a 15-percent reduction in their salaries and ours. ABF is also doing a good job of promoting the CDC's best practices to contain and prevent the further spread of the virus.

Finally I wanted to close my report by thanking the business agents, officers, and all the shops do for the work that you guys do – and ladies, I'm sorry. Our members need your continued support and leadership to get through this pandemic. And most importantly, to all of our teamster presidents this is thank you for the work you do; you are keeping this country moving and safe. Stay together, look out for each other, acknowledge each other, and care about each other.

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Thank you for letting me give my report. At this time I honored to introduce to you Christy Bailey. Christy.

*Christy Bailey:*

Thank you. I'd like to just run quickly through both our updates on our legislative and our political work starting with our federal legislative efforts. As folks are aware, the HEROES Bill passed the House in May and has been waiting for Senate action. HEROES included most of the items the teamsters have been demanding be included in the next stimulus bill. This week Leader McConnell is set to release a Senate Republican response to the House-side HEROES Act. This will be the starting point for Senate-side negotiations and ultimately negotiations between the House, Senate, and the Administration on a fifth stimulus bill, which should be concluded before Congress leaves for recess on August 10th.

This bill needs to be big to be effective. The HEROES Act passed by the House totaled \$3 trillion. Leader McConnell has said that his bill will start at \$1 trillion. Just to put those numbers in perspective, the HEROES Act included nearly \$1 trillion in funding alone just for states and localities. Our priorities for the stimulus package remain largely unchanged from where we have been. We need to protect teamster members who are providing essential services with enforceable OSHA safety standards, whistleblower protections, hazard pay, and access to PPE. We need to address the multi-employer pension funding crisis by including the Emergency Pension Plan Relief Act in the Senate bill while keeping out the controversial GROW Act.

We need additional flexible aid for states and localities to avoid mass furloughs and layoffs, and this must include significant support for schools attempting to open safely. The Families First Take Leave mandate must be applied to large employers and not just those with 500 or fewer employees. We must secure access to affordable health insurance with federal-subsidized COBRA extension. We need additional support for hard-hit industries like airlines and comprehensive support for state-level testing and tracing efforts that have to be part of the bill.

That's the short version of what we want to see in this package. You can find out more at [www.Teamsters.org](http://www.Teamsters.org). With the election nearing rapidly this could be the last large stimulus bill for the calendar year, so it is essential that the package includes all the support that teamster families need to continue to navigate the impact to the pandemic, perhaps for the next six months. So again, we have a short timeframe here for the next stimulus bill and

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would encourage everyone to be reaching out to your senators, advocating for the items the teamsters need to see included in this package.

Moving to state action, we are continuing to work with states as they also deal with the crisis. First I think we should all be aware of the coming battle over state and local budgets. While we are fighting for funding to keep local and state governments and schools are open, our enemies, like Alec, are already prepping to use COVID to defund states and crush unions. Alec has actually already sent a letter telling the federal government not to send any money back to the states or localities during this crisis. This is just a blatant attempt to defund government and crush labor unions.

We are working with the National Unity Table to track and defend these state budgets and protect our public sector workers. States are also stepping up on the standards needed to protect workers. Virginia became the first state in the nation last week to establish workplace safety Coronavirus standards. The Virginia Department of Labor and Industry Safety and Health code board voted July 15th to approve the emergency standards after the governor directed the creation of enforceable regulations in May. These standards remain in effect for six months, but can be made permanent through a process in state law. Teamsters work with others in labor and the community groups to force the standards that mandate social distancing rules, face coverings, hand washing stations, access to hand sanitizer, regular cleaning of facilities, contact with employees within 24 hours of a coworker testing positive, and also keeps workers from coming to work when they may have contacted the virus.

We are hoping that other states will follow suit. Again, until we can get a federal standard we are working through states and local governments to try and find these protections for all essential workers. The states have also been looking to make it easier and safer to vote during the pandemic. In all, 35 states have now altered vote-by-mail or early vote rules for the primary or fall elections. Some recent examples include Vermont, who joined California in sending all active registered voters absentee ballots. This is in addition to five other states who already fully vote by mail. And Massachusetts just joined 16 other states that will be sending absentee ballot requests to all registered voters. Some of these states have done it in the primary and we believe that they will continue and do it also in the general election.

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Obviously these changes are good for everyone who is voting, but we also think these changes in balloting will help us to move and turn out our teamster votes in these primaries in the general election.

Moving to the election, we held our 2020 virtual political coordinators meeting – our first ever virtual political coordinators meeting last month. And we met for three days with over 150 representatives from locals and joint councils. The meeting included general session like we would do in person. We also scheduled virtual lobby visits and had great workshops. We had guest speakers and good conversations, really laying out our plans to win in the fall. You know, even with COVID we have not backed off at all our effort to make sure that in November we are delivering a worker-friendly president, we are picking up or gaining the United States Senate, we are holding the United States House, we are picking up governor seats, we're flipping state chambers, and we're winning key ballot initiatives.

I know everyone on this call is probably following the polling and I think a lot of the polling is looking very good right now, but I would remind everyone where the polls were looking four years ago right about now, and I think we all recognize that we need to work every day as hard as we can between now and November to make sure that we are winning these critical elections.

We have been in constant contact with our tier one states. Right before the shutdown, in early March, we met with representatives from every tier one state, almost every local and every tier one state in Chicago to lay out really aggressive plans to put teamster boots on the ground in these elections. Shortly after that we were closed down, and since then we have continued our conversation with tier one states over Zoom. And we're using primaries, even though we have not endorsed, we are using primaries to test our new systems, figuring out how to replace or build upon our traditional worksite program. We've been doing more detailed text conversations, not just the blast text, but back and forth conversations with people who are responding to our text message.

We've gone back to good old fashioned phone banking, where people are working paper lists and reporting online about their contacts. We're chasing ballots because we're now getting data from states about who's returning their absentee ballot, who's voting by mail. And we're we've started doing virtual town halls where we're getting our teamster-supported candidates with our teamster leadership and our membership on the teleforums or

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Zoom meetings, so you can see, hear, and question the teamster-endorsed candidate.

We're also focusing a little bit more on the way people are voting, because in places like Pennsylvania and Nevada, across the country there is more access to absentee voting or more different ways to vote, and we want to make sure every teamster knows how to get their vote counted and in the bank early.

We are currently working primary programs in six tier one states that have primaries in coming weeks. Those states are Arizona, Florida, Michigan, Minnesota, Missouri, and Wisconsin. We have our political field organizers, what we used to refer to as **long-timers**, off in a number of states right now. And again, they are testing those new text messages, those new phone bank systems to make sure that we've got the best practices in place as we head into November. Again, we intend to run an aggressive general program across all of our tier one states and in key races in other states. We will have long-timer trainings beginning next month – later this month and early next month, and we will have our ground program beginning again right around Labor Day.

In the meantime we are also working to make sure the teamsters are highlighted as much as possible during the Democratic Convention, which will now be held remotely in late August. We are working with our communications department and others to identify teamster essential workers to be highlighted as part of the program, and we're hoping to highlight key teamster issues, like pensions, also as part of the Democratic National Convention program.

And we want to support any teamster who is a delegate to the Democratic or the Republican convention. Your political coordinators receive information to help us identify any teamster delegate, so if you're aware of a delegate or if you're a delegate please get in touch with your political coordinator and let us know about those delegates.

In the past we've always helped defray the cost to travel to the convention. That might not be an issue this year, but we still want to make sure that we're communicating about what teamsters want to see coming out of the convention with any teamster delegate and including them in our program for the convention.

We want to stay in touch, and we will stay in touch with you regarding this legislation that is passing and moving through

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Congress, and we look forward to working with all of you to turn out our teamster vote in November.

With that I'm going to turn the call over to our organizing director, Jeff Farmer.

*Jeff Farmer:*

Thank you, Christy. Good afternoon, everyone. I want to thank General President Hoffa for inviting me to speak on today's call. Let me start out with a very special salute to our organizing staff and the local unions across the country, who very much in the face of adversity and enormous challenges are continuing to organize workers. And these challenges we're familiar with, some remain from previous years, inadequate labor laws, outdated, the union-busting industry. But now of course we face real challenges to our normal way of organizing and talking to workers and running elections.

But at the same time as there's these enormous challenges I think we're also looking at real opportunities. You know, keep in mind that even before the pandemic the largest support for public approval for unions has been at the highest level, 62-percent, and among young people it's 76-percent. And given a chance, nearly half of non-union workers would choose union representation. Plus as Christy mentioned, we have a number of new tools that we are training in and trying to use effectively to increase our ability to reach more workers in more ways. So that's a very important development.

Plus we've seen in workplaces across the country a new bold fight-back spirit as workers face safety threats or job loss or return-to-work ultimatums. And then as we saw on Monday, you know, we have allies in the community. The strike for Black lives included very importantly as a central demand that "Every worker has the opportunity to join a union." So how are we organizing during this period of crisis? Well, first of all we're always looking for numbers to build the ranks of our union, but at the same time we're focusing on strategic core industries in our union, especially the global supply chain.

So let me give you some examples. At XPO Logistics we have a long-running global campaign of pressure and leverage to force this company to recognize workers' rights. But one component of that is ground organizing at individual freight terminals. And we have a get-out-the-vote efforts underway for three elections that are taking place as we speak by mail, one in Cincinnati, Ohio for 133 drivers at XPO. The other, Florence, Kentucky, 36 drivers.

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Those are both with Local 100. And then in Kansas City, Kansas 150 workers were working with Local 41. And as I say, those elections are underway and we'll know the results in early August.

Also on the XPO front we saw a worker in San Diego, California misclassify drivers who haul car parts from Mexico for Toyota plants in the US, but they actually work for XPO Logistics. They took action to protest two things: one was the fact that they are facing dangerous working conditions with the COVID-19 threat. And they were furloughed and then when they were called back they had their pay cut by \$500.00 a week. So those workers took action, they did a work stoppage, they did petitions to Toyota and XPO, they leafleted Toyota dealerships.

On the Intermodal campaign front we're working with several local unions across the country, but we are now excited to prepare for – to file for the first of several Intermodal yards in Kansas City. Clearly there's no other corporation, of course, that's as large or poses more of a direct threat to the future of our union than Amazon. So together with strategic research and campaigns, other teamster departments and local unions, we've been looking closely at Amazon in an effort to really figure out the best ways to take them on strategically.

So we've moved to focus on Amazon delivery stations. That would be the workers at the warehouses where the products are lined up to load up last-mile delivery vans and then the drivers of those vans. So we're talking to Amazon delivery station workers and last-mile drivers at a number of locations in the Midwest. But let me give you an example. In LA County there are seven delivery stations, each with six to ten contractors who hire drivers. So we estimate that we're looking in LA County alone somewhere in the neighborhood of 3,000 Amazon or Amazon-related workers.

And we realize we can't organize one of those contractors or even one of those delivery stations; Amazon would simply terminate the contractor. So instead we're organizing the entire geographic Amazon market and now we're building a cross-warehouse and cross-contractors in those targeted areas. It's an important start.

So there are several industries that have been particularly impacted by COVID-19 that we're working with. Local 986 in Las Vegas, we're preparing to file for election for two units at the Cosmopolitan now that casinos are starting to open up, and Local 743 in the University of Chicago Medical Center is about to file for election for two units of healthcare workers?

*Christy Bailey:* Jeff, are you there?

*Jeff Farmer:* Yes. Hello? Filing for election for two units of healthcare workers totaling nearly a –

*Christy Bailey:* Yeah. Go ahead, Jeff.

*Jeff Farmer:* Can you hear me? Yeah, can you hear me?

*Christy Bailey:* Now we got you.

*Jeff Farmer:* Okay. Sorry about that.

And clearly in passenger transport we face uncertainty regarding school openings, and so we're looking at with the division to focus on targets in transit and para transit. But as I said, we're also interested in big numbers, of course. And in the public sector, where workers need our help, you know, we're approaching now 1,600 dues-paying members for Local 14 at Clark County School District. We are preparing to file in the next few weeks for 300 skilled trade workers at UC Davis, and that would complete our total representation of workers in that sector with Local 2010.

And in Lawrence, Kansas just last night, working with Local 696, winning collective bargaining rights for city employees that could total 250 new teamster members as we file for blue collar units.

So let me – these are very difficult times, but I think between local unions and our organizing staff we're rising to the occasion using social media. Let me encourage you to check out, if you haven't already, an important new website, Solidarity is Essential it's called. It's a new tool; it's a work in progress to help us reach out to non-union workers and for them to reach out to us. So workers need our union now more than ever. And with that let me turn it over to General President Hoffa.

*Jim Hoffa:* Well, thanks a lot, Jeff. That's a great report. And the point you make is right now we're doing so much for people to make sure they have a safe workplace. That is so important. And right now the unions are out there every day, trying to make sure we keep distancing, we have masks, we have all the things we need.

Think of the people that don't have unions; they're being abused. What we see now in the beef or the poultry industry, we see it in the slaughterhouses, where one place has 700 people had different

types of Coronavirus. So it's important to have a union right now and we really are having an effect.

I want to thank everybody participating in this. I want to thank everybody who has called in. I think this is very important we keep in contact. We had a lot of news, a lot of good developments, and we're doing our best during very difficult times. Other unions are struggling. But remember, we have over one million teamsters working every day. They are truly our heroes and they're out there every day facing the challenges of this job and making America strong and making sure we get the job done.

So until our next meeting I want everybody to stay safe, stay healthy, stay united, and most importantly, stay teamster strong. Thank you so much.

*[End of Audio]*